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October 28, 1987

JOB-GRADING SYSTEM MANUAL FOR
NONAPPROPRIATED FUND INSTRUMENTALITIES

The Acting Deputy Assistant Secretary of Defense (Civilian Personnel Policy), Office of the Assistant Secretary of Defense (Force Management and Personnel), has authorized the following changes to DoD 1401.1-M-1, "Job-Grading System Manual for Nonappropriated Fund Instrumentalities," October 1981:

PAGE CHANGES

Remove: Pages ii, iii, and 4-303 through 4-306.

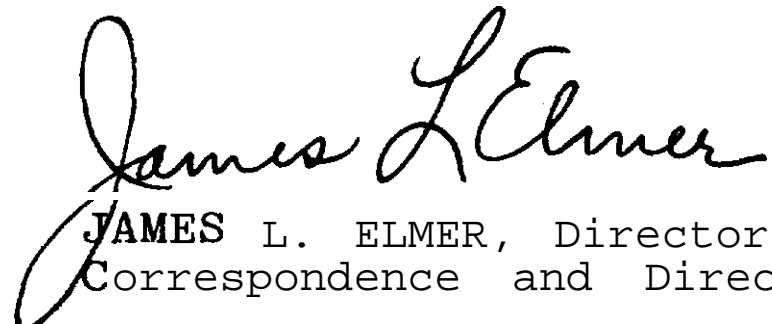
Insert: Attached replacement pages and new pages 4-307 through 4-315.

Changes appear on pages ii and iii and are indicated by marginal asterisks.

Previous changes: Change 1 was issued October 29, 1982; Change 2 on January 11, 1984; Change 3 on May 23, 1984; Change 4 on May 31, 1984; Change 5 on March 22, 1985; and Change 6 on January 20, 1987.

EFFECTIVE DATE AND IMPLEMENTATION

The above changes are effective immediately. Forward two copies of revised implementing documents to the Deputy Assistant Secretary of Defense, Civilian Personnel Policy, Office of the Assistant Secretary of Defense, Force Management and Personnel within 120 days.


JAMES L. ELMER, Director
Correspondence and Directives

Attachment: 15 pages

WHEN PRESCRIBED ACTION HAS BEEN TAKEN, THIS TRANSMITTAL SHOULD BE FILED WITH THE BASIC DOCUMENT

JOB-GRADING **SYSTEM** MANUAL
FOR **NAFI**s

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REFERENCES

- (a) DoD Instruction 1401.1, "Personnel Policy for Nonappropriated Fund Instrumentalities (NAFIs)," July 24, 1978
- (b) Public Law 92-392, August 19, 1972, amends Subchapter IV of Chapter 53 of Title 5, United States Code, "Fixing and Adjusting of Rates of Pay for Prevailing-Rate Employees"
- (c) Federal Personnel Manual Supplement 532-2, "Federal Wage System - Nonappropriated Fund Employees," March 1981
- (d) DoD 1401.1-M, "Personnel Policy Manual for Nonappropriated Fund Instrumentalities," January 13, 1981, authorized by DoD Instruction 1401.1, July 24, 1978
- (e) Federal Personnel Manual Supplement 532-1, "Federal Wage System," April 14, 1980
- (f) Federal Personnel Manual Supplement 512-1, "Job-Grading System for Trades and Labor Occupations," October 1981
- (g) OPM "Handbook of Occupational Groups and Series of Classes," December 1967
- (h) OPM "Position Classification Standards for General Schedule (GS) Positions," May 1970
- (i) DoD Directive 5120.42, "Department of Defense Wage Fixing Authority Nonappropriated Fund Compensation Program," May 19, 1977

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and weakness, and identifying any possible developmental problems of each child. They usually do not design and/or administer tests to the children. Such limitations should be considered when applying OPM guides and standards to UA teaching positions in child development programs.

NOTE : Positions wherein the levels of difficulty and responsibility are substantially as described at professional levels, but performance does not require full professional knowledge of the concepts, principles, techniques, and practices of the educational field, should be allocated to the Education and Training Technician Series, UA-1702-0. Positions so classified should be allocable to at least the UA-5 level, using the criteria prescribed in OPM Position Classification Standards for the **GS-1702-0** series.

F. SINGLE DoD COMPONENT DOLLAR VOLUME STANDARDS

1. Standards for positions existing in only one or two DoD Components are developed by the DoD Component concerned under the guidance of the DoD NAP Personnel Policy Office. They are duplicated and distributed only to the DoD Component(s) involved and to the DoD NAP Personnel Policy Office. They are official standards issued under the authority of DoD Directive 5120.42 (reference (i)). Their effective date is shown on the 'accompanying transmittal letter.

2. The following single DoD Component dollar volume classification standards have been issued and authorized only for use by the specified DoD Component. These standards are applicable to positions within occupations that are unique to a single DoD Component and; therefore, are not included in any regular standards issuance.

3. It should be noted that the coverage definitions provided for each standard is indicative of the kinds of positions to which the standard may be applied and are not comprehensive definitions that may be used as guidance in distinguishing definitively among the several occupational categories. The basic standard referenced in the definition must be used for this purpose.

a. Department of the Air Force

(1) UA-1667, Restaurant Manager Standard. This standard includes positions that manage, coordinate, direct, or supervise the overall operation of base restaurants. The operations managed include food service facilities, sales outlets, vending operations, warehousing, **maintenance, and** special functions.

b. Department of the Navy

(1) UA-0340, Deputy Exchange Manager Standard. This standard includes positions that manage, supervise, administer, or perform work on the day-to-day activities of the military exchange(s). The work involves responsibility for directing all phases of the following (typical, but not all inclusive) exchange operations: merchandising, accounting, personnel, security, service departments, and administration".

(2) UA-0340, General Manager Standard. This standard includes positions that manage, supervise, administer, or perform work on the day-to-day activities of the military exchange, detachments, departments, and locations. The work involves responsibility for all phases of exchange operations including retail, food, services, vending, distribution, accounting, personnel, equipment, facilities, safety, and security.

(3) UA-1001, Sales Coordination Manager Standard. This standard includes positions that provide military exchange retail and services activities with technical guidance and assistance in the interpretation, coordination, and administration of local and military sponsored advertising, sales promotions, and merchandise signing. The work involves planning, developing, establishing, and maintaining an effective merchandise presentation, fixture, display, and signing program.

(4) UA-1001, Visual Merchandising Manager Standard and UA-1001, Visual Merchandising Supervisor Standard. These standards include positions responsible for directing the Visual Merchandising Program in terms of store layout and merchandising arrangements for retail and service areas to include display, signing, space development, and utilization.

(5) UA-1084, Visual Information Specialist Standard. This standard includes positions that develop, prepare, print, and distribute all advertising and promotional material to include brochures, flyers, tabloids, newsletters, and station newspaper advertisements. The work also involves assisting buyers in selection of merchandise for promotional and advertising programs.

(6) UA-110I, Activity Exchange Manager Standard. This standard includes positions responsible for administration and management of the total operation of a detachment or department exchange activity consisting of several departments, including the retail store personalized services, service station, and food outlets.

(7) UA-1101, Automotive Service Center Detachment Supervisor Standard. This standard includes positions responsible for effective and efficient operation of a detachment or department automotive service center engaged in selling gasoline and providing automotive repair service.

(8) UA-1101, Automotive Service Center Manager Standard. This standard includes positions responsible for managing the operation of an automotive service center engaged in selling gasoline and providing automotive repair service.

(9) UA-1101, Automotive Service Center Supervisor Standard. This standard includes positions responsible for the operation of a main exchange or location automotive service center engaged in selling gasoline and providing automotive repair service.

(10) UA-1101, Food Sales Manager Standard. This standard includes positions responsible for directing the preparation and sale of food and similar items. This standard also includes positions that serve as a **full** assistant to a Food Services Manager at larger exchanges, and in those situations wherein a Food Services Manager position is not authorized, are responsible for managing and directing all phases of the food **program**.

(11) UA-1101, Food Sales Supervisor Standard. This standard includes positions responsible for directing and supervising the preparation and sale of food items at a stand-up or a sit-down operation.

(12) UA-1101, Food Services Manager Standard. This standard includes positions responsible for **all** prepared food dispensed in cafeterias, snack bars, various food stands, and packaged **snack** food sold at respective locations. The work involves managing all phases of the food operation from initial determination of food requirements (fresh and/or frozen meat, poultry, and fish; fresh, canned, or dehydrated fruits, vegetables, soups, stews, etc.) to their final prepared consumable state, served in service or self-service outlets.

(13) UA-1101, Merchandise Manager Standard. This standard includes positions responsible for the total operation of all retail departments at the main, detachment, department, and location exchanges to include planning, budgeting, organization, staffing, procuring merchandise, determining the type and kind of price lines and styles to be procured, stock control, merchandise presentation, effective security of cash and stock, and forecasting of rapidly changing fashions.

(14) UA-1101, Merchandising Specialist Standard. This standard includes positions responsible for procuring retail merchandise to include consideration of price line, quality, fashion, salability, customer preference, special sales, season, stock life, and turnover rate.

(15) UA-1101, Personalized Services Manager Standard. This standard includes positions responsible for managing designated exchange and concessionaire-operated personalized services that may include barber shop; beauty salon; optical; flower shop; lodge; laundry and dry cleaning; personalized services; and, where assigned, vending machine department.

(16) UA-1101, Personalized Services Supervisor Standard. This standard includes positions responsible for directing the activities of subordinates assigned to barber shop; beauty salon; optical; flower shop; laundry and dry cleaning; personalized services; and, where applicable vending machine departments. Inspects and supervises all phases of directly and contractually operated service activities to ensure that prices, standards of quality, performance, training, and proper staffing are maintained.

(17) UA-1101, Retail Operations Manager Standard. This standard includes positions responsible for all retail sales in a main exchange and its detachments, departments, and locations. Positions in this standard are responsible for the total operation of all retail departments to include planning, budgeting, organization, sales forecasting, stock control, merchandise presentation, and effective security.

(18) UA-1101, Sales Manager Standard. This standard includes positions that manage all retail exchange operations of a main exchange with its detachments, departments, and locations. Coordinates personnel requirements, merchandise requirements, and sales promotions at all sales locations.

(19) UA-1101, Sales Supervisor Standard. This standard includes positions responsible for supervising and coordinating assigned phase(s) of a retail activity under the operational cognizance of a main, detachment, department, or location store. Positions in this standard are responsible for requisitioning merchandise, providing customer services, maintaining adequate stock levels, ensuring proper mailing and sale of merchandise, implementing sales promotions plans, maintaining accountability documents, and participating in periodic inventories.

(20) UA-1101 , Services Operations Manager Standard. This standard includes positions responsible, through subordinate supervisors or through direct control, for the management of designated exchange and concessionaire-operated services departments. Positions in this standard are responsible for day-to-day operations, replenishing supplies, ordering and storage of supplies and equipment, maintenance of equipment, and safety and sanitary conditions. **At** a main exchange with detachments, departments, and/or locations; this position also shall have those responsibilities.

(21) UA-1101, Services Operations Supervisor Standard. This standard includes positions responsible, through subordinate supervisors or through direct control, for the management of designated exchange and concessionaire-operated services departments. Positions *in* this standard are responsible for day-to-day operations, replenishment of supplies, ordering and storage of supplies and equipment, maintenance of equipment, safety, and sanitation.

(22) UA-1101 , Tailor Shop Supervisor Standard. This standard includes positions responsible, through subordinate tailors, sewing machine operators, and/or pressers, for managing all phases of providing tailoring services. Positions in this standard may be required to perform work operations performed by subordinate employees.

(23) UA-1101 , Uniform Center Manager Standard. This standard includes positions responsible for supervising and coordinating all phases of a uniform center. The work involves coordinating merchandise procurement with buyers **to** maintain required inventory levels and ensuring that required quality assurance and inspection of uniform items and accessories are performed. The work in this standard requires the ability to advise military personnel on the Military Uniform Regulations, concept of fit for uniforms, proper arrangement of attached rank, rating marks, service stripes earned, area and campaign medals and ribbons, etc.

(24) UA-1 101, Vending Manager Standard and UA-1 101, Vending Supervisor Standard. These standards include positions responsible for providing exchange owned or contracted vending machine services. The work involves responsibility for the maintenance and repair of exchange-owned vending machines, equipment, and vehicles; scheduling an adequate supply of products and services; and security of products, cash, and equipment.

(25) UA-1 102, Buyer Standard. This standard includes positions responsible for soliciting and negotiating required merchandise service items and customer services within specified buying limits per purchase order. The work involves appraising market offerings, establishing selling prices, selecting and ordering merchandise, and assisting in the control of mark downs and stock rotation.

(26) UA- 1658, Laundry and/or Dry Cleaning Services Manager Standard. This standard includes positions responsible for directing all phases of laundry; dry cleaning; and, where applicable, tailoring services. **The** work involves responsibility for the operation of processing facilities and sales outlets, and processing contract arrangements.

(27) UA-1658, Laundry and/or Dry Cleaning Services Supervisor Standard. This standard includes positions responsible for supervising all phases of laundry and dry cleaning services such as processing facilities and sales outlets.

(28) UA-2030, Commissary Distribution Center Manager (Oakland and/or Norfolk) Standard. This standard includes positions responsible for the overall operation of the distribution center. The work involves administering all warehouse operations to include van-stuffing, receiving, and distribution of store merchandise through a wide network of commissary outlets.

(29) UA-2030, Distribution Facilities Manager Standard. This standard includes positions responsible for managing receiving, storing, scheduling, shipping, and transportation functions and/or operations. The work involves responsibility for receipt, inspection, storage, custody, and movement of merchandise into a wide number of exchange outlets; via an exchange trucking fleet.

(30) UA-2030, Retail Storage Supervisor Standard. This standard includes positions responsible for directing all phases of a back-up storage area. The work involves responsibility for receipt, storage (to include determining item space allocation), issue, and security of merchandise.

(31) UA-2030, Warehouse Supervisor Standard. This standard includes positions responsible for directing the warehousing operations within a free-standing exchange. The work involves the overall operation of a warehouse to include laying out warehouse floor plans and reallocating storage spaces.

c. Army and Air Force Exchange Service (AAFES)

(1) UA-1101, Annex Manager (Vending) Standard (AAFES # 5208). This standard covers positions that manage and coordinate all phases of a vending activity that is annexed to a central vending point or a separate fiscal reporting activity to include automatic food outlets, central accounting, storage and restocking, maintenance and repair of equipment, and coordinate and monitor concessionaire and contractor vending activities within an assigned geographical area.

(2) UA-1101, Area Food Manager Standard (AAFES # 5604). This standard covers positions that plan, coordinate, manage and direct all phases of a food program at an area exchange, to include exercising operational, technical, and administrative control over assigned food activities.

(3) UA-1101, Area Personal Services Manager Standard (AAFES # 5203). This standard covers **positions** that **plan**, coordinate, and manage all phases of the personal services program (and automotive services as assigned) within an area exchange to include exercising operational, technical, and administrative control over assigned direct and concessionaire-operated personal services and/or automotive services activities.

(4) UA-1101, Area Retail Manager Standard (AAFES # 5103). This standard covers positions that plan, coordinate, manage, and direct all phases of the retail program of an area exchange to include exercising operational, technical, and administrative control over assigned retail facilities.

(5) UA-1101, Area Services Manager Standard (AAFES # 5203). This standard covers positions that plan, coordinate, manage, and direct all phases of direct and concessionaire-operated services activities; automotive activities; vending operations; and, as assigned, food concession activities within an area exchange.

(6) UA-1101, Area Vending Manager Standard (AAFES # 5201). This standard covers positions that plan, coordinate, and manage all phases of the vending program within an area exchange to include exercising operational, technical, and administrative control over assigned direct and concessionaire-operated vending activities.

(7) UA-1101, Beer Bar Manager Standard (AAFES # 5607). This standard covers positions that manage all phases of an activity primarily engaged in dispensing tap and/or bottled beer and soft drinks.

(8) UA-1101, Combined Activities Manager Standard (AAFES # 510A). This standard covers positions that manage, supervise, coordinate, and inspect all phases of two or more heterogeneous-reporting activities (retail, food, and gasoline pumping and/or personal services) that are **colocated** or are within close proximity.

(9) UA-1101, Deferred Payment Plan Manager (AAFES # 510C). This standard covers positions that manage and administer a deferred payment plan (DPP) program at an overseas retail store. The work includes monitoring and supervising operation of a minicomputer in support of the DPP function.

(10) UA-1101, Exchange Food Manager Standard (AAFES # 5604). This standard covers positions that supervise an installation food program consisting of ten or more food branch activities and/or food concession activities.

(11) UA-1101, Exchange Retail Manager (Branch Exchanges) Standard (AAFES # 5115). This standard covers positions that supervise an installation retail program consisting of ten or more retail branch activities, excluding the main exchange and any annexes.

(12) UA-1101, Exchange Services Manager Standard (AAFES # 5284). This standard covers positions that perform a variety of duties associated with contract source development, surveillance, administration, and monitoring of personal services, motion picture, and vending activities (where assigned) at an installation exchange.

(13) UA-1101, Food Activity Manager Standard (AAFES # 5603). This standard covers positions that plan, manage, coordinate, and inspect all phases of a separate fiscal-reporting food activity and any assigned fiscal or managerial annexes.

(14) UA-1101, Food Activity Manager (Mobile) Standard (AAFES # 5603). This standard covers positions that supervise one or more central food preparation activities and direct mobile unit operations. The work does not involve management of a normal food activity (such as **cafeteria**, snack bar, **etc.**).

(15) UA-1101, Food Activity Manager (Burger King) Standard (AAFES # 5603). This standard covers positions that plan, manage, **coordinate**, and inspect all phases of an **AAFES** Burger King activity including mobile Burger King activity.

(16) UA-1 101, Food Activity Manager (Annex) Standard (AAFES # 5606). This standard covers positions that manage, supervise, and coordinate all **phases** of an annexed food activity. The work also involves the responsibility for assigned retail and/or convenience and coin operated machine sales.

(17) UA-1101, Gas Station Manager Standard (AAFES # 5205) . This standard covers positions that plan, coordinate, and manage a separate (unannexed) fiscal-reporting automotive facility that has gas pumps and automotive retail sales; but does not have active direct-operated service bays. The work in this standard may include the responsibility for the management of one or more annexed gas stations and/or the supervision of car or truck rental, car wash, or other automotive activities.

(18) UA-1101, Military Clothing Sales Store Manager Annex Standard (AAFES # 5101); UA-1 101, Military Clothing Sales Store Manager (Branch Exchange) Standard (AAFES # 5101); PS-1 101, Military Clothing Sales Store Supervisor (Annex) Standard (AAFES # 5101); and PS-1 101, Military Clothing Sales Store Supervisor (Branch Exchange) Standard (AAFES # 5101). These standards cover positions that manage, direct, and supervise a separate fiscal-reporting or managerially **annexed** military clothing sales store that sells a complete line of military clothing and accessories. The work requires managers and/or supervisors to be knowledgeable in the following areas:

- (a) Applicable dress codes, by season.
- (b) Mandatory **and** optional uniform combinations.
- (c) Insignia and decorations (type and arrangements) .
- (d) Clothes fitting, measuring, and alterations.

(19) UA-1101, Operations Manager Standard (AAFES # 5106). This standard covers positions that assist a retail manager (main exchange) in planning, coordinating, and supervising customer service, office, stockroom, custodial, security, and other related customer and store support services in a main exchange.

(20) UA-1101, Sales and Merchandise Manager Standard (AAFES # 5102). This standard covers positions that assist a retail manager (main exchange) in **planning**, coordinating, and supervising all selling and merchandising activities at a main exchange.

(21) UA-1101, Service Station Manager Standard (AAFES # 5204). This standard covers positions that plan, coordinate, and manage a separate (unannexed) fiscal-reporting automotive facility that has active **direct-**operated service bays, automotive retail sales, and gas pumps. This standard also may include positions with duties to manage one or more unannexed automotive facilities and/or to supervise car or truck rental, car wash, or other automotive activities.

(22) UA-1101, Service Station Manager (Annex) Standard (AAFES # 5206). This standard covers positions that plan, coordinate, and manage a fiscally or managerially annexed automotive facility that has active direct-operated service bays, gas pumps, and automotive retail **sales.**

(23) UA-1101, Shift Coordinator (Burger King) Standard (AAFES # 5609). This standard covers positions that assist in managing, coordinating, and inspecting all phases of shift operators at an AAFES Burger King fixed installation.

(24) UA-1101, Vending Activities Manager Standard (AAFES # 5202). This standard covers positions that plan, coordinate, supervise, and control direct-vending operations including automatic food outlets, central accounting, storage, restocking, and maintenance and repair of equipment; and to coordinate and monitor concessionaire and contractor vending activities within an assigned geographical area.

(25) UA-1180, General Manager Standard (AAFES # 5005). This standard covers positions that manage an area exchange consisting of one or more installation exchanges. The work involves responsibility for all phases of area exchange operations including retail, food services, vending, motion picture services, accounting, personnel, equipment, facilities, safety, and security.

(26) UA-1181, Exchange Manager Standard (AAFES # 5006). This standard covers positions that plan, coordinate, and manage the activities of an installation exchange within an area exchange. The work involves responsibility for all phases of assigned exchange operations including retail, food, services, vending, and motion picture services.

(27) UA-1182, Four Seasons Manager (Branch Exchange) Standard (AAFES # 5107). This standard covers positions that manage, direct, and supervise a separate fiscal-reporting Four Seasons Store and any assigned fiscal or managerial annexes. Four Seasons Stores are distinguished from other retail branch stores in that they sell seasonal merchandise that turns over and is replaced several times each year by other seasonal merchandise.

(28) UA-1182, Retail Manager (Annex) Standard (AAFES # 5109). This standard covers positions that manage direct and coordinate all phases of a retail activity that is fiscally or managerially annexed to a main exchange or a branch exchange.

(29) UA-1182, Retail Manager (Branch Exchange) Standard (AAFES # 5108). This standard covers positions that manage, direct, and supervise a separate fiscal-reporting retail branch exchange and any assigned fiscal or managerial annexes.

(30) UA-1182, Retail Manager (Main Exchange) Standard (AAFES # 5104). This standard covers positions that manage, direct, and supervise a separate fiscal-reporting main exchange and any assigned fiscal or managerial annexes.

(31) UA-1182, Shift Manager (Retail) Standard (AAFES # 5105). This standard covers positions that manage and coordinate a shift operation at a retail branch exchange or annex that also may sell self-service gasoline, oil, and other automotive merchandise where no assistant retail manager is authorized.

(32) UA-1667, Bakery Plant Manager Standard (AAFES # 5601). This standard covers positions that plan, manage, coordinate, and inspect all phases of a bakery plant operation. The work involves a blend of administrative and plant production responsibilities. Production varieties include the following:

- (a) White bread.
- (b) Variety bread.
- (c) Buns and rolls.
- (d) Donuts (all types)
- (e) Sweet goods and Danish pastry.
- (f) Pies and turnovers.
- (g) Cakes.
- (h) Miscellaneous (special-order cakes, pizza shells, cookies, etc.).

(33) UA-1667, Ice Cream Plant Manager Standard (AAFES # 5605). This standard covers positions that plan, manage, coordinate, and inspect all phases of an ice cream plant operation. The work involves a blend of administrative and plant production responsibilities.

(34) PS-2091, Retail Supervisor (Annex) Standard (AAFES # 5183). This standard covers positions that supervise and coordinate all phases of an annexed retail activity. This standard also covers positions that supervise and coordinate all phases of an annexed **self-**service gas station.

(35) PS-2091, Retail Supervisor (Shift) Standard (AAFES # 5186). This standard covers positions that supervise and coordinate a shift operation at a retail branch store or annex that also may sell self-service gasoline, oil, and other automotive merchandise.

H. SUBDIVISION CODING OF UNIVERSAL ANNUAL OCCUPATIONS WITHIN **NAFIs**

For better position management within the Federal Position Classification Plan, adopted by the Secretary of Defense for universal annual category positions in nonappropriated fund instrumentalities, certain designated occupations require further grouping by functional speciality in order to meet unique NAF business organizational and operational requirements.

Subdivision coding for the UA-1101, General Business and Industry Series

A numerical coding system, which is following **UA-1101** with a two-digit decimal trailer, is adopted for this series to identify functional subgroups and significant managerial positions within the subgroup. The jobs so designated shall be added or deleted, as needed.

Recreation Activities Subgroup, UA-110I.10

Aero Club Manager, UA-1101 .11
Golf Course Manager, UA-1101 .12
Bowling Center Manager, UA-1101 .13
Auto Hobby Shop Manager, UA-1101 .14
Rod and Gun **Club** Manager, UA-1101 .15
Marina Club Manager, UA-1101 .16
Recreation Center and/or Area Manager, UA-1101 .17

Hospitality Subgroup, UA-1101.20

Open Mess Manager, **UA-1101** .21
Bar Manager, UA-1101 .22
Caterer, UA-1101 .23
Food Service Manager, UA-1101 .24

Personal Services Activities Subgroup, UA-110I.30

Barber Shop Manager, UA-1101 .31
Beauty Shop Manager, UA-1101 .32
Laundry and/or Dry Cleaning Shop Manager, UA-1101 .33
Watch Repair Shop Supervisor and/or Manager, UA-1101 .34
Optical Shop Supervisor and/or Manager, UA-1101 .35
Personal Services Manager, UA-1101 .36

Lodging Subgroup, **UA-1101** .40

Guest House Manager, UA-1101 .41
Navy Lodge Manager, UA-1101 .42
Housing Service Manager, UA-1101 .43

G. NONAPPROPRIATED FUND AND/OR APPROPRIATED FUND GRADE LINKAGE CHART

This chart is for information and reference and is **not** to be used for direct classification.

DoD NAF
Job-Grading Standards

Office of Personnel Management
Position Classification Standards

SINGLE GRADE
INTERVAL SERIES

UA-6 AND ABOVE

Direct Application of OPM/DoD NAF-UA Position Classification Standards

AS/PS-7	GS-5
AS/PS-6	GS-4
AS/PS-5	
AS/PS-4	GS-3
AS/PS-3	GS-2
AS/PS-2	
AS/PS-1	GS-1

Child Care Center Subgroup, UA-110I.50

Child Care Center Manager, UA-1101 .51

Retail Activities Subgroup (Other than GM, Exchange Manager, and Retail Manager), UA-110I.60

Military Clothing Sales Store Manager, UA-1101 .61

package Store Manager, UA-1101 .62

Pro Shop Manager, UA-1101 .63

vending Manager, UA-110I .64

Sales and Merchandising Manager, UA-1101 .65

Retail Operations **Manager**, UA-1101 .66

Combined Operations Manager, **UA-1101** .67

Auto Activity Manager, UA-1101 .68

Shift Manager (Retail) UA-110I .69

Area Retail Manager, UA-110I.70

Area Services Manager, UA-1101 .71

Area Personal Services Manager, UA-1101 .72

Area Vending Manager, UA-1101 .73

Retail Specialist, UA-1101 .74

Deferred Payment Manager, UA-1101 .75

Miscellaneous Subgroup, UA-1101 .99

This subgroup includes jobs classified to the UA-1101 series, but not identified with the jobs designated in section **H.**, above.